

1.9 Equality of opportunity

Valuing diversity and promoting equality

We will ensure that our practice is fully inclusive in meeting the needs of all children, particularly those that arise from their ethnic heritage, social and economic background, gender, ability or disability. Our setting is committed to anti-discriminatory practice to promote equality of opportunity and valuing diversity for all children and families. As part of Fundamental British Values we aim to help children to:

- Make decisions together providing activities that involve turn taking, sharing and collaboration.
- Understand that rules matter and learn to distinguish right from wrong.
- Develop a positive sense of self, reflect on their differences, understand that we are free to have different opinions.
- Be tolerant and respectful of others opinions, faith and beliefs.

To achieve this the setting will:

- Provide a secure and accessible environment in which all our children can flourish and in which all contributions are considered and valued;
- Include and value the contribution of all families to our understanding of equality and diversity;
- Provide positive non-stereotyping curriculum which shows regard for gender roles, disabilities, diverse ethnic and cultural groups.
- Improve our knowledge and understanding of issues of anti-discriminatory practice, promoting equality and valuing diversity; and
- Make inclusion a thread that runs through all of the activities of the setting.

Procedures

Admissions

Our setting is open to all members of the community.

- We base our admissions policy on a fair system. (see separate policy 4.1)
- We ensure that all parents are made aware of our equal opportunities policy via our website and through new starters guide book.
- We do not discriminate against a child or their family, or prevent entry to our setting, on the basis of colour, ethnicity, religion or social background, such as being a member of a Travelling community or an asylum seeker.
- We do not discriminate against a child with a disability or refuse a child entry to our setting for reasons relating to disability and will seek to adapt the environment to meet their needs where necessary and practicable.
- We use the Surrey Graduated Response document to support children with SEND to participate in the services and in the curriculum offered.
- We take action against any discriminatory behaviour by visitors to the setting, staff or parents. Displaying of openly discriminatory and possibly offensive materials, name calling, or threatening behaviour are unacceptable on or around the premises and will be dealt with in an age appropriate manner (Ref policy 1.11).
- Where necessary we will seek to provide information in alternative languages for parents/carers to access our services.

Employment

- Posts are advertised and all applicants are judged against explicit and fair criteria.
- Applicants are welcome from all backgrounds and posts are open to all.
- The applicant who best meets the criteria is offered the post, subject to references and checks by the Disclosure and Barring Service. This ensures fairness in the selection process.

- All job descriptions include a commitment to promoting equality and recognising and respecting diversity as part of their specifications.

Training

- We seek out training opportunities for staff and volunteers to enable them to develop anti-discriminatory and inclusive practices, which enable all children to flourish.
- We ensure that staff are confident and fully trained in administering relevant medicines and performing invasive care procedures when these are required.
- We review our practices to ensure that we are fully implementing our policy for promoting equality, valuing diversity and inclusion.

Curriculum

The curriculum offered in the setting encourages children to develop positive attitudes about themselves as well as to people who are different from themselves. It encourages children to empathise with others and to begin to develop the skills of critical thinking.

Our environment is as accessible as possible for all visitors and service users. If access to the setting is found to treat children or adults with additional needs less favourably then we make reasonable adjustments to accommodate their needs. We do this by:

- making children feel valued and good about themselves;
- ensuring that children have equality of access to learning;
- making adjustments to the environment and resources to accommodate a wide range of learning, physical and sensory impairments;
- making appropriate provision within the curriculum to ensure each child receives the widest possible opportunity to develop their skills and abilities, e.g. recognising the different learning styles of individuals.
- positively reflecting the widest possible range of communities in the choice of resources;

- avoiding stereotypes or derogatory images in the selection of books or other visual materials;
- celebrating festivals which are appropriate to the community of the current cohort;
- creating an environment of mutual respect and tolerance;
- differentiating the curriculum to meet children's additional educational needs;
- helping children to understand that discriminatory behaviour and remarks are hurtful and unacceptable;
- ensuring that the curriculum offered is inclusive of children with additional educational needs and children with disabilities;
- ensuring that children learning English as an additional language have full access to the curriculum and are supported in their learning; and
- ensuring that children speaking languages other than English are supported in the maintenance and development of their home languages.

Valuing diversity in families

- We welcome the diversity of family lifestyles and work with all families.
- We encourage children to contribute stories of their everyday life to the setting.
- We encourage parents/carers to take part in the life of the setting and to contribute fully.
- For families who speak languages in addition to English, we will seek to develop means to ensure their full inclusion.
- We offer a flexible payment system for families of differing means and offer information regarding sources of financial support.

Food

- We work in partnership with parents to ensure that the medical, cultural and dietary needs of children are met.

- We help children to learn about a range of food, and of cultural approaches to mealtimes and eating, and to respect the differences among them.

Monitoring and reviewing

- To ensure our policies and procedures remain effective we will monitor and review them at least every three years and more frequently as necessary. This will ensure our strategies meet the overall aims to promote equality, inclusion and valuing diversity.
- We have a formal complaints procedure where parents may report incidents of discrimination (see policy 1.8).

Policy updated 25/05/2023